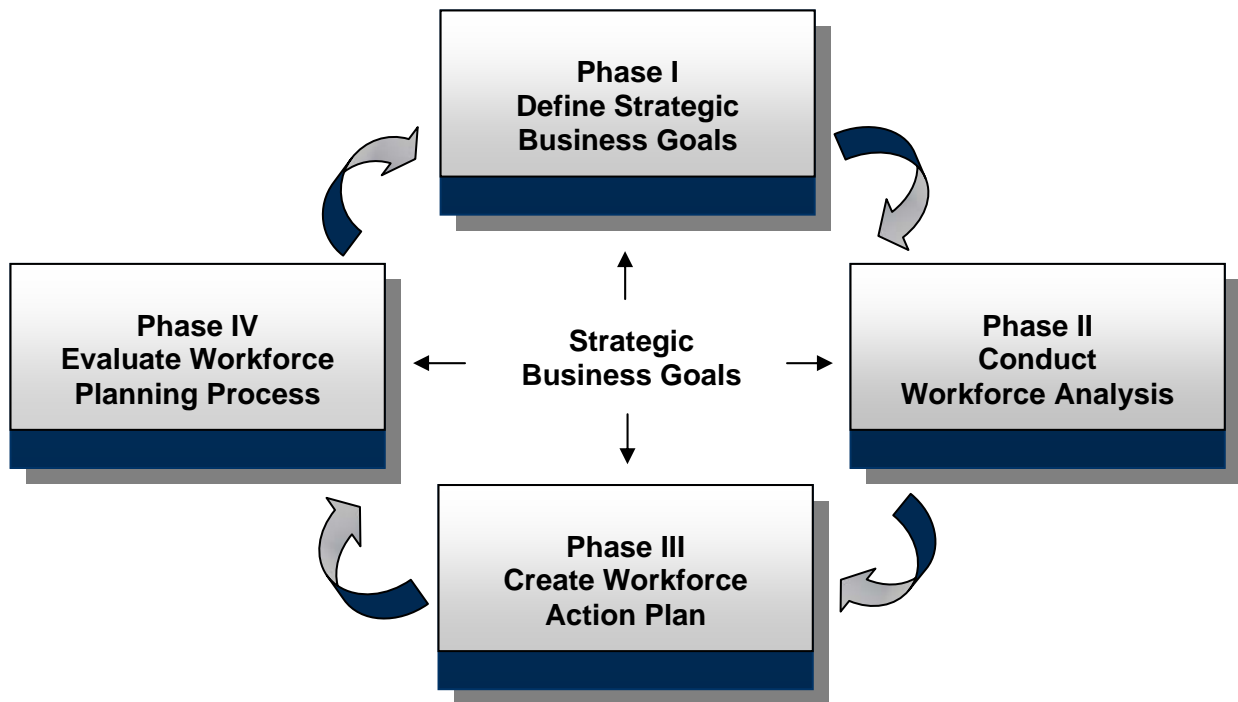


STRATEGIC Workforce Planning Model



STRATEGIC Workforce Planning Model Overview

PHASE I – DEFINE STRATEGIC BUSINESS GOALS

Answers the question: What are our key business goals for the next two years and what are the human capital implications of those strategic goals? Identify major business strategies that have human capital implications. Not only do the business strategies determine the demand for labor, they also help the organization determine the demand for other functions such as training and development.

PHASE II – CONDUCT A WORKFORCE ANALYSIS

Answers the Question: What are the human capital implications of our strategic goals and how ready is our workforce and organizational structure to execute these goals? Determine the current supply and forecast the expected demand for human capital to successfully execute the agency's business plan. Use attrition factors and the current supply to complete the analysis. Examine the gaps between the demand and supply.